

Upcoming Events

April 2021

Limb Loss Awareness Month

Minority Health Month

**Sexual Assault Awareness and
Prevention Month**

World Autism Awareness Day
April 2

**Days of Remembrance and
Holocaust Remembrance Day**
April 4-11/April 8

**Federal Inter-Agency Holocaust
Remembrance Program**

April 7

Pan American Week/Day
April 11-17/April 14

Ramadan
April 12-May 12

DIVAC Quarterly Meeting
April 21

Take Our Daughters and Sons to Work Day
April 22

National Day of Silence
April 23

ORMDI

Steps Toward Conflict Resolution

You can contact the Office of Resolution Management, Diversity and Inclusion (ORMDI) toll-free at 1-888-566-3982 (TTY/TDD at 1-888-626-9008) and speak with a specialist regarding **Equal Employment Opportunity Complaint Processing**, **Alternative Dispute Resolution**, and the **Harassment Prevention Program**. You must initiate contact with an EEO counselor within 45 days of the date of the alleged act of discrimination by calling 1-888-566-3982 or visiting your local ORMDI Field Office.

FEDERAL INTER-AGENCY **HOLOCAUST** REMEMBRANCE PROGRAM

A CHANCE TO SURVIVE

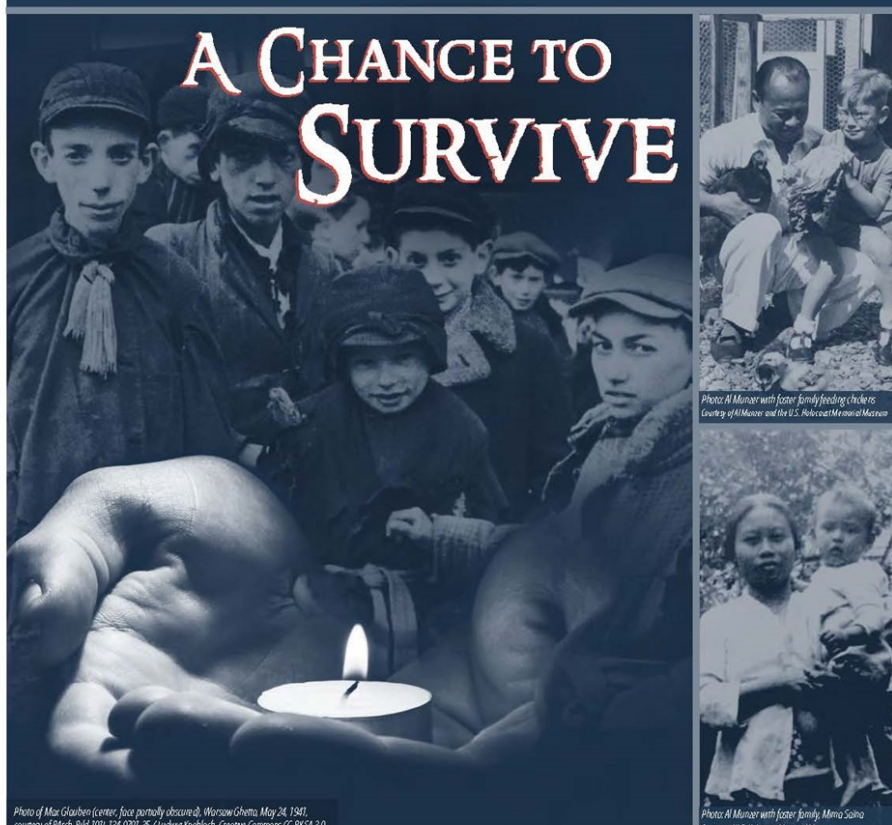




Photo of Max Glaubien (center, face partially obscured), Warsaw Ghetto, May 24, 1941, courtesy of Birgit Bied 1011-134-0291-35 / Ludwig Knöblsch, Creative Commons CC-BY-SA 3.0

Photo: Al Munzer with foster family feeding chickens, courtesy of Al Munzer and the U.S. Holocaust Memorial Museum

Photo: Al Munzer with foster family, Memo Salas, courtesy of U.S. Holocaust Memorial Museum

Speaker:	Speaker:	Moderators:
		Phil Rosenfelt U.S. Department of Education, Deputy General Counsel for Program Service
Alfred Munzer Holocaust Survivor	Max Glaubien Holocaust Survivor	Esther Safran Foer Author of <i>I Want You to Know We're Still Here:</i> <i>A Post-Holocaust Memoir</i>

**Join us for a
virtual program**
at www.holocaustremembrance.org

April 7, 2021
11:30AM - 1:00PM EDT
Reasonable accommodation:
lesley.brown@eeoc.gov

Commemorate Holocaust Remembrance Day and Days of Remembrance

VA joins the Nation in observing Holocaust Remembrance Day, Yom HaShoah, on Thursday, April 8, 2021. The internationally recognized date for Holocaust Remembrance Day corresponds to the 27th day of Nisan on the Hebrew calendar. It marks the anniversary of the Warsaw Ghetto Uprising. In the United States, Days of Remembrance runs from the Sunday before Yom HaShoah through the following Sunday (**United States Holocaust Memorial Museum**). **Continued on page 3.**

Message from the DAS

Harvey Johnson, Deputy Assistant Secretary for Resolution Management, Diversity and Inclusion



The Office of Resolution Management, Diversity and Inclusion (ORMDI) is developing the VA Diversity and Inclusion Strategic Plan for fiscal years (FY) 2022-2025. The Strategic Plan provides a shared direction, encourages commitment and creates alignment, so that VA can approach workplace diversity, inclusion and employee engagement efforts in a coordinated, collaborative and integrated manner. The FY 2021 Strategic Plan is available on the [D&I homepage of the ORMDI website](#).

As in the FY 2021 Strategic Plan, relevant responsibilities, activities and accomplishments will be designated for each VA Administration and Staff Office. ORMDI requests input from each organization as the new plan is being developed to ensure that all accomplishments are accurately recorded.

Please submit your organization's activities and accomplishments related to VA's three D&I goals during FY 2017-2021 as well as any planned initiatives, activities and metrics related to these goals for FY 2022-2025. VA's D&I goals are: 1) build a diverse, high-performing workforce that reflects all segments of society; 2) cultivate a flexible, collaborative and inclusive work environment that leverages diversity and empowers all contributors; and 3) facilitate outstanding, culturally competent public service and stakeholder relations through effective leadership and accountability.

Submissions are due via VIEWS 4489083 by Thursday, April 15, 2021. For more information, contact [Diversity and Inclusion \(06\)](#). Thank you for your commitment.

Policy Alerts

EEO, Diversity and Inclusion, No FEAR, and Whistleblower Rights and Protection Policy Statement

On March 15, 2021, VA Secretary Denis McDonough signed the [Equal Employment Opportunity, Diversity and Inclusion, No FEAR, and Whistleblower Rights and Protection Policy Statement \[PDF\]](#). This document summarizes VA's EEO, Diversity and Inclusion, Notification and Federal Employee Antidiscrimination and Retaliation Act (No FEAR), and Whistleblower Rights and Protection policies.

Religious Exercise and Liberty in the Workplace

VA is committed to the religious expression rights of its Veterans, employees and visitors. As a Department, we should strive to ensure that the observance and practice of these principles are accommodated in all activities. In support of [VA Directive 0022: Religious Symbols in VA Facilities \[PDF\]](#), the [VA Religious Exercise and Expression in VA Facilities and Property Under the Charge and Control of VA Frequently Asked Questions Document \[Word\]](#) outlines the Department's stance on issues involving faith in the workplace in alignment with the Attorney General's guidance, [Federal Law Protections for Religious Liberty](#). All managers and supervisors should understand the responsibilities regarding this guidance. VA Notice 20-03 issued by Office of the Chief Human Capital Officer, Worklife and Benefits Service, provides the policy update on Compensatory Time Off for Religious Observances. This notice will be incorporated into VA Handbook 5011, Hours of Duty and Leave. A U.S. Equal Employment Opportunity Commission Fact Sheet on [Religious Garb and Grooming in the Workplace: Rights and Responsibilities](#) provides basic information about how federal employment discrimination law applies to religious dress and grooming practices. A full-length [question-and-answer guide](#) is also available.

The Audacity to Fail

Podcast Focuses on Discovering Leadership Wisdom Through Experiences with Failures and Missteps

The [Audacity to Fail Podcast: misStepping Into Success](#) focuses on discovering leadership wisdom through experiences with failures and missteps. The podcasts dive into conversations and stories from leaders as they share that failure activates a growth mindset, is an important part of learning and motivation for improvement! For the March episode, Dr. Shari Dade interviewed Dr. Kipp Corbus, the supervisor for National Center for Organization Development's (NCOD's) Action Focused Consultation (AFC), who shared the missteps along the journey of navigating diversity and inclusion first for himself and then with his team. Previous episodes feature Care and Accountability with Tiffany Chavis and Effective Communication with Dr. Chad Kessler. The Audacity to Fail Podcast Series is also available on the [Talent Management System](#).

Commemorate

[Continued from Page 1](#)

A number of Holocaust survivors have had distinguished careers in the United States Military. Major General Sidney Shachnow, a survivor of the Holocaust, and a Veteran of the Vietnam War, was one of the top Army Special Forces officers. He was seven years old when he and his family were forced to live in the Jewish ghetto that was named Concentration Camp No. 4, Kovno, Lithuania. Lieutenant Jack Taylor was a U.S. Navy sailor recruited into the Office of Strategic Services in World War II. He was captured and held in a prison in Vienna before being transferred to Mauthausen concentration camp. He was awarded the Navy Cross for his service. Corporal Tibor Rubin was only 13 years old when he was deported to the Mauthausen concentration camp. He vowed to become like one of the U.S. Army liberators who saved his life. He joined the Army and deployed to Korea in 1950. Alone on a hilltop, he single-handedly repelled a force of more than 100 enemy troops during a 24-hour gun battle. As a POW, he is credited with saving the lives of 35-40 soldiers where they were held. In 2005, President George W. Bush awarded Rubin the Medal of Honor, which he'd been recommended for on four separate occasions ([U.S. Army Medal of Honor](#)).

This year, please join VA for the 28th Annual Federal Inter-Agency Holocaust Remembrance Program, "A Chance to Survive," which will be held virtually on Wednesday, April 7, 2021, from 11:30 a.m. to 1 p.m. (ET). The program will feature two Holocaust survivors: Alfred Munzer from the Washington, D.C. area and Max Glauben of Dallas, Texas. Phil Rosenfelt, Deputy General Counsel for Program Service, U.S. Department of Education, and Esther Safran Foer, author of *I Want You to Know We're Still Here: A Post-Holocaust Memoir*, will moderate the program. To watch the virtual event, visit the [Federal Inter-Agency Holocaust Remembrance Program website](#) on April 7 at 11:30 a.m. (ET). Requests for reasonable accommodation may be submitted to [Lesley Brown](#), EEOC. For more information, contact [Ms. Tynnetta Lee](#), Department of Veterans Affairs Federal Inter-Agency Holocaust Remembrance Program representative, ORMDI.

Sexual Assault Awareness Month

In recognition of Sexual Assault Awareness Month every April, VA enhances its ongoing outreach efforts with a special campaign to show our support for survivors of military sexual trauma (MST). Many Veterans are fighting quiet battles all around us as they cope with the aftermath of MST, a term used by VA to refer to sexual assault or sexual harassment that occurred during military service. Many MST survivors do not want to tell others about their experiences. Some may worry about being judged or not believed. Others can't imagine how treatment could truly help with healing, so they suffer alone.

Veterans of all service eras, branches, backgrounds, genders, sexual orientations, and physical sizes have experienced MST. MST can affect survivors' physical and mental health, sometimes even many years later. The effects can include strong emotions, sleep disturbances, relationship and trust issues, and unsafe coping behaviors.

VA's aim is to let all MST survivors know about the Department's free MST-related services to support their healing and recovery. As a part of this special campaign, VA will be conducting outreach to MST survivors and their families, friends, fellow Veterans, and supporters throughout April, and wants everyone to help spread the word. All of us have a role in making sure every Veteran knows about MST and VA's free services for coping with related mental and physical health difficulties.

Eligibility for VA's MST-related care is expansive. No documentation of the MST experience is required. Veterans do not need to have reported the MST experience at the time, to have sought care within a certain time frame, or to have applied for service connection for an MST-related condition to get care.

To learn more, Veterans may contact their [local VA medical center](#) and ask to speak with the MST Coordinator, a professional who specializes in connecting survivors with the MST-related care and services that are right for them. They can also speak with a VA health care provider.

Find resources and materials to share during Sexual Assault Awareness Month on the [VA Military Sexual Trauma website](#).
Article taken from the [VA Mental Health Military Sexual Trauma website](#).



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Office of Resolution Management, Diversity and Inclusion (ORMDI)
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